



City of Somerville

Job Creation & Retention Trust

Vickie Choitz, Managing Trustee
Anika Van Eaton, Co-Manager
Trustees
Thomas Bent
Jesse Clingan
Lisa Cook
Silvana Dinka
Thomas F. Galligani, Jr.
Rand Wilson

Meeting Minutes

Location: Online via GoToWebinar platform
Date: June 8, 2021
Time: 6:02 pm

Attendance

- Trustees: Thomas Bent, Jesse Clingan, Vickie Choitz, Lisa Cook, Silvana Dinka, Thomas Galligani, Anika Van Eaton, Colleen Moran, Rand Wilson
- Guests: Chris Albrizio-Lee, Penny Hasseli

Meeting Minutes

1. Approval of May 18, 2021 Meeting Minutes

Motion to approve the meeting minutes from the May 18, 2021 meeting made by S Dinka. Seconded by T Bent. The motion was approved by a roll call vote, unanimously, by all present members.

2. Guest Speakers: Employees of Royal Hospitality

- R Wilson shared there were scheduling issues that didn't allow for workers to be able to attend the JCRT meeting. The closure of the facility is a certainty and about half of the 400 workers live in Somerville. The JCRT board may be able to provide assistance to Royal Hospitality Workers, and support the efforts of the State. R Wilson will try again to have an employee attend a future workers program.
- T Galligani discussed the situation at Royal Hospitality. Royal Hospitality was granted a plan expansion about 10 years ago with the contingency that their land use permit would expire and that the property owner would look to redevelop the site. That land use permit will probably not expire until 2022 or 2023 as it is aligned with the completion of the Green Line Extension. Our goal is to keep Royal Hospitality here in Somerville. The owners and management need to connect for that solution to work and so far connecting with management has been a challenge.

3. Updated Labor Market Information—Chris Albrizio-Lee and Penny Hasseli, MassHire MetroNorth

- C Albrizio-Lee and P Hasseli shared updated labor market information (LMI) including the Metro North Labor Market Information. In April 2021 there were about 2145 unemployment claims in Somerville. The state unemployment rate has been higher than average. In April 2021 Somerville saw a 4.1% unemployment rate compared to a 11.5% in April 2020. About 80,149 jobs were posted in Metro North between December 1st, 2020 and May 31st, 2021. Amazon,

Harvard, and Allied Universal posted the most jobs. IT, Health Care, Life Sciences, Retail, Logistics, and E commerce was a noticeable trend in types of jobs posted. About 5500 jobs were posted in Somerville. IT infrastructure, sales, receptionist, customer success, security officers, personal shoppers. Partners Healthcare, Somerville Public Schools, Formlabs, Mass General Brigham.

- Top industries in demand in Somerville include General Medical and Surgical Hospitals, Software developer is the top job, manager, Nurses, Retail, Operations research analysts, and Marketing managers.
- V Choitz asked about the education requirements for these jobs to be highlighted. P Hasseli shared that it really depends on the role, but many of these jobs require bachelor degrees or post college education.
 - Top certifications include
 1. Drivers licenses
 2. Registered Nurse
 3. First Aid
 4. Basic Life Savings
 5. Security Clearance
 6. Home Health Aide
 7. Basic Certificate Life Support Certification
 8. Project Management Certification
 9. Customer success. Six sigma specialty
 10. Licensed clinical social worker
- The mean salary information for list of top certification is \$53,175.
 - For jobs that don't require a high school diploma, the mean salary is \$39,000, jobs that require an Associates degree 54,000, jobs that require a Bachelors degree \$67,000 and jobs that require a Masters degree \$78,000.
- T Bent asked for further detail on what jobs are included in Bio tech.
 - P Hasseli shared that Biotechnology Job posting are for Biotechnology Technicians. There is a 2 year certificate program offered by Middlesex Community College.
- V Choitz spoke about the value of Metro North data and the value of knowing what options are available to businesses.
- J Clingan asked where the City of Somerville job postings lie amongst the list of top job postings in Somerville.
- R Wilson expressed frustration of not knowing data on % of jobs held by Somerville residents by Somerville employers.
- L Cook asked about cyber security and IT networking and not seeing those jobs in the top 10.
 - P Hasseli commented that IT networking is likely one of the top 11-20 jobs in demand.
- P Hasseli and C Albrizio-Lee left the meeting.

4. 2020 Grantee Review

- T Galligani shared the 2022 JCRT Contract Matrix with the JCRT. No grant recipients have finished their work yet.
- V Choitz asked if any grantee will ask for an extension
 - T Galligani mentioned that SCALE asked for an extension in September to extend deadline from January to August, 2021. Bunker Hill Community College has wrapped up most of their work. All other grantees are on tract with what is listed in their contract.

- C Moran asked about reporting requirements and progress reports. T Galligani explained that narrative summary and progress tracking is apart of the scope of services in each contract. V Choitz and A Van Eaton have expressed interests in making the reporting and data tracking portion of the scope more efficient to allow for an easier comparison of the data.
- A Van Eaton asked if Per Scholas will meet their target before there contract ends. Latest report shows they are a little more than half way.
- A Van Eaton asked if Bunker Hill is likely to meet their goal of reaching 100 Somerville residents. Their goal was changed to 68 Somerville residents, and then in outcomes, they are up to 130 program participants. Their focus has been on ESOL, and will be sharing how many students made it to the next level of classroom placement for the customer service training.
- V Choitz asked, if new workforce development coordinator would put together an executive summary, a list of contract end dates, promised outcomes, actual outcomes, and additional information for each grant recipient to use for JCRT to evaluate renewing contracts.
- T Bent suggested that if grant recipients need more time, he would be open to granting them additional time to complete promised outcomes based on pandemic-related challenges.

5. 2021 Program Budget

- T Galligani gave an update on available funding. For 2020, there is about \$417,845 because some funding in 2020 was not allocated. Some commitments including Small Business Training as part of wage theft workers rights training did not get funded.
 - \$81,000 was made available but planning on how to move forward with those funds was left undecided.
 - \$100k for COVID relief was allocated, but only \$77,000 was contracted.
- V Choitz clarified that the remaining \$22,000k was put aside for a COVID student funding program but there was no capacity to review applications.
- V Choitz is arranging a meeting with the Federal Reserve Bank of Boston to discuss working on a job quality initiative and the JCRT.
- T Galligani shared JCRT Linkage Projections. JCRT can expect to have about \$715,000 for jobs linkage funding by end of 2021. If projects on the cusp of breaking ground are able to before 2021, then that number may be closer to \$876,200. T Galligani mentioned that planning to invest and spend about \$800,000 this year is very likely.

2021 Ranked Priorities Review

- T Galligani presented Ranked Priority list, voted on in last months JCRT meeting. Lowest points equals highest priority. Highest priority rankings were reviewed. T Galligani added the staff position for Jobs Trust Assistant, COVID Student Emergency Fund, HR Quality Job training, Somerville job training scholarship fund, and Forsyth Summer Scholars Program to JCRT 2021 Investment Ideas document for tracking purposes
- Choitz highlighted that spending for industrialized specific training and contextualized education programing added up to about \$613,000, and doesn't include worker rights training. If keeping with same cadence as last year, JCRT would be able to invest \$700,000 towards these two initiatives, if it is in the interest of the JCRT.
- A Van Eaton highlighted that Childcare advancement initiative is estimated at about \$137,000.
- T Galligani gave an estimate of \$15,000 for a consultant to complete a rapid response strategy for workforce displacement.

- T Galligani and T Bent suggested that further exploration may be needed before moving forward with a feasibility study to identify the target of the municipal apprenticeship program, union requirements, and apprentice employment pathway to full employment.
- L Cook recognized the importance of upwards mobility and opportunity to skill up for municipal employees. T Bent asked what employees would be trained for? L Cook stated that the feasibility study would include addressing this question.
- V Choitz asked that the JCRT be ready to put forward items to fund from list of investment priorities for the next meeting

6. Vote: Fund Forsyth Summer Scholars Program (\$4,000)

- T Galligani gave an overview of the Forsyth scholars program: located in Cambridge, MA, is a scholarship program for advanced High School students to get an internship in medicine and research. Every year they receive about 100 application, and only are able to fund 14-16. Forsyth has asked the JCRT to sponsor them and in return one of the internships would be made available to a Somerville High School Student.

Motion to approve \$4,000 for the Forsyth Summer Scholars Program by T Bent. Seconded by V Choitz. The motion was approved by a roll call vote, unanimously, by all present members.

7. Next Meeting: July 13, 2021 (venue/format to be determined)

- Tom G mentioned that the next meeting may be back to in person.

8. Adjournment

Motion to adjourn the meeting by T Bent. Seconded by A Van Eaton. The motion was approved by a roll call vote, unanimously, by all present members at 7:55 pm.

Meeting Documents

- Presentation to JCRT – Labor Market Information
- 2020 JCRT Grantee Contracts Matrix
- JCRT 2020-2021 Investment Ranked Priorities & Budget
- Forsyth Student Scholars Program Information

Meeting minutes approved on July 13, 2021.